

Related to Item #31 and #37

The Department of Health Services is at a critical turning point with the departure of its Director, an ongoing budget deficit, potential separation of Public Health, and the challenge of providing high quality health care services with a highly skilled workforce. A significant amount of work of the Department is carried out through highly skilled personnel many of whom are recruited and later retained by independent contractors. While there very well may be a need to use such temporary personnel services into the future, the County must look to a long term, comprehensive approach to recruit and retain the region's most highly skilled and trained workforce to provide health care services to our community.

Today's items on the extension of temporary nurse registry agreements as well as the temporary medical personnel services agreements profoundly impact the way in which our County provides health care services. The Board of Supervisors must keep as its goal the sustained provision of County-sponsored, high quality health services. To achieve this goal, we must focus on four key areas: 1) Improved access to health care services; 2) Improved long term financing options for the provision of health care services; 3) Improved systems to provide health care services; and 4) Improved physical and human resource capacity to provide health care services.

I THEREFORE MOVE that the Board:

1. Instruct the new DHS Director of Nursing Affairs to coordinate recruitment efforts with the Department of Human Resources (DHR) and the Chief Administrative Office (CAO) and report back to the Board within 60 days with a comprehensive approach to streamline nursing recruitment and retention issues. This report should detail how the County's existing recruitment and retention system is working and recommendations on how to change, expand, or eliminate elements of this process based upon the Director's analysis. Key areas that should be addressed include: a long term plan to eliminate DHS' reliance on the utilization of nurse registry and other temporary medical personnel registry contract

workers; recommendations for quality control measures on the use of nurse registries and other temporary medical personnel registries until a long term plan is accepted to eliminate DHS's reliance on such contract workers;

recommendations regarding the exploration of DHS delegation of authority to expedite critical clinical (i.e. nurses, etc.), mid-level manager, and administrative positions; recommendations on implementing full tuition reimbursement without decreasing county length of stay commitment and to return with recommendations on increasing the amount of reimbursement;

2. Instruct DHS to coordinate with DHR to review and update existing nursing recruitment tools such as advertisements, promotional materials, etc. that are used to market nursing employment with the County in order to remain competitive with the private sector and include budget recommendations as appropriate; and
3. Direct the Chief Administrative Officer (CAO) to work with SEIU to explore new flex schedule options for existing nurses and pilot the scheduling at interested County hospitals sites.